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RELATIONSHIP BETWEEN LABOR UNIONS AND ADMINISTRATION IN CHINA

Kung-hui Kung-tso Wen-ta (Questions  
and Answers on Labor Union Work)  
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Teng P'ing

[Comment: This report contains excerpts from Chapter IV, "The Relationship Between Labor Unions and Administration," of the above-named book published by the Kung-jen Ch'u-pan-she. The report shows the relationship between labor unions and administration, election of officers, health and sanitation work, and types of activities for labor union cadres.]

Question: In guiding production, what are the duties of the labor unions and the administration?

Answer: The administration must be responsible for all phases of production such as organizing leadership, supervising inspection, and guiding technical installations. The labor unions are responsible only for guiding the workers to complete production responsibilities.

Question: How can the relationship between labor unions and the administration be specified?

Answer: The relationship between labor unions and administration can best be revealed in a contract which specifies their different responsibilities. Both parties are expected to carry out these responsibilities.

Question: What actions should labor unions undertake when the labor unions and administration do not agree on the same ideas?

Answer: The labor unions must look over the problems in relationship to the economic conditions of China and the actual situation in the factories. If the administration does not agree to the action undertaken by the labor unions, the labor unions should use all means to handle the problem. Criticism should be made of the administration in the labor union meetings. If criticisms do not produce results, the higher level organizations are to be asked to solve this problem.

Question: Is it possible for the administration to elect a new labor-union chairman without going through the process of getting the approval of the labor union?

Answer: The labor-union chairman is elected by the people, and only the people can elect a new chairman. If the labor-union delegates conference decides to keep the chairman, the higher labor unions do not have the power to elect a new chairman. The administration has no authority to elect a labor-union chairman.

Question: How should the labor unions and the administration distribute work such as the establishment and the administration of the technical quota, wage standard, and the reward system?

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Answer: The technical quota is designated by the administration, but the labor unions are to get the ideas of the workers for discussion. The labor union aids the administration in determining the wage classification and supervises the administration in carrying out the national wage system. The administration also handles the reward system.

Question: As to the health work of the factories, how can the administration and the labor union distribute the work?

Answer: The basic activities of health work are carried out by the administration. The labor union guides the workers in discussion and gives suggestions to the administration. After publication, the labor union must bear the responsibility of supervising inspection. The health fund must be discussed by the labor unions and reported to the workers for approval. If the administration has not carried out the health regulations for the country, the labor union inspector should give further suggestions to the administration.

Question: How can work be distributed between the welfare department in administration and the welfare department in labor unions?

Answer: The welfare department in administration is directly responsible for the construction of housing. The welfare department in labor unions is responsible for supervising the workers' welfare projects.

Question: How should the health work concerning the workers' illnesses and living conditions be distributed?

Answer: Health and sanitation work is the responsibility of the administration. When the administration completes the transaction, the labor unions should urge the workers to guard their health and to study health education.

Question: Who has the right to hire and fire personnel? What responsibilities should the labor union bear?

Answer: Hiring and firing of personnel is handled by the administration, but the labor unions can make recommendations for certain personnel. In firing personnel, the administration should inform the labor union. If the labor union considers the action unjustifiable, a protest may be issued.

Question: When the labor unions give workers' suggestions to the administration and the administration does not accept them, is this method correct?

Answer: No. The labor unions can ask the administration for reasons why the suggestion is not carried out. The labor unions can discuss it in the workers' delegates conference if the suggestion is not accepted. Otherwise, the problem can be called to the attention of the higher enterprise organs and labor unions.

Question: How can welfare work get the support of the administration and the support of the laborers?

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Answer: Open criticism and self-criticism are the best methods to solve this problem.

Question: What type of work and what kind of power should the labor-union working cadres have?

Answer: The working cadres sent by the higher labor unions should gather material, study suggestions, and try to understand the positions of the labor union and administration cadres.

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